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CUPA

1982-83

NATIONAL FACULTY SALARY SURVEY

By

DISCIPLINE AND RANK

In Cooperation With

The

AMERICAN ASSOCIATION OF STATE COLLEGES AND UNIVERSITIES
Washington, D.C. 20036

And

In Conjunction With

APPALACHIAN STATE UNIVERSITY
Boone, North Carolina 28608

COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION
Eleven Dupont Circle, Suite 120
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The College and University Personnel Association is an international network of some 4,000 personnel administrators representing over 1,100 colleges and universities. Through regular and special publications and studies, CUPA aims to keep its members informed of the latest legal, legislative, and regulatory developments affecting personnel administration, as well as trends and innovative policies and practices in the field. Other services include annual conferences, regional meetings, and seminars on timely topics of special interest to the personnel profession.

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Mr. Steve Starnes, Graduate Student in History

Ms. Kimberly Barger Teague, Senior in History

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INTRODUCTION

The Background

The College and University Personnel Assocation (CUPA) is dedicated to supporting human resource professionals associated with higher education around the world by disseminating current theory, methodology, and research results on personnel issues.

In 1974, the CUPA Board of Directors proposed establishing a survey of faculty compensation (page 1, CUPA Wingspread Conference, March 1977; and September 1977, Chairman's Report). The CUPA Faculty and Staff Relations Council took responsibility for planning, developing, and conducting a pilot model of faculty salaries by discipline and by rank. In 1980, the Council developed a pilot faculty salary questionnaire, along with rationale, instructions, and definitions. They sent the questionnaire to 13 diverse CUPA colleges and universities who critiqued it. A review of the respondents' comments indicated that a model already in use by Oklahoma State University to gather similar data best met survey needs. The results of the critique process were submitted by the Council to the CUPA Board of Directors for approval. Once the Board granted permission, CUPA representatives met with appropriate officials at the American Association of State Colleges and Universities (AASCU) to mount a pilot study of 21 general and specific disciplines among the AASCU members. Two hundred four institutions participated in the 1981-82 national pilot.

This 1982-83 survey is the next step in a long-term plan to collect as complete information about faculty salaries as is possible. Sustaining

collection of data on the same number of disciplines over many years will eventually establish a data base capable of extensive analyses of faculty salaries. Beginning in 1983, the survey will be conducted in the early fall and the number of disciplines will be increased for the final time to a total of 90. This group will include all of the 50 two-digit program areas in the Classification of Instructional Programs and 40 four- and six-digit areas. The results will be released at the beginning of 1984 so data can be more effectively used by line administrators.

At the present time, the plan calls for a survey to be conducted every year. The reason for this is college and university administrators need relevant and timely salary data to ascertain the changing "marketplace" of new and continuing full-time faculty. Further, faculty already on board and in rank need to know the "current marketplace" so that they can more informatively posit their own career foci.

Your comments, suggestions, and questions are appreciated at any time. Please direct them to CUPA, to Richard Howe, the Project Director, or to Meredith Ludwig at AASCU.

The Need

Current data on faculty compensation are presently being collected each year by the National Center for Education Statistics. These data, however, are not collected at the level of detail required to answer basic questions pertaining to variances in salaries between and among disciplines and ranks. What are missing are data about salary at different ranks and within specific disciplines for different types of institutions. The need to address problems of salary administration with respect to postsecondary faculty in different disciplines and ranks motivated the decision to conduct this study.

Applications

This survey effort attempts to address these needs by collecting data on 61 disciplines and comparing faculty ranks and average, low, and high salaries across these disciplines. The disciplines selected for this survey are those, it is hoped, that are most likely to be taught in AASCU institutions.

Such comparative information can be useful to the postsecondary administrator in at least two ways. The community of postsecondary institutions may be thought of as an academic marketplace. Faculty and administrators negotiate remuneration for services of teaching and other responsibilities to be rendered. In this marketplace, a faculty member needs to know what to request, based on the salaries of her or his peers. The administrator needs to know how much to pay for quality without committing more than she or he can justify for the budget.

Detailed salary information is also useful in long-range budgetary planning. Applying estimates of changes in costs, such as the Consumer

Price Index or the Higher Education Price Index, to faculty salaries will enable a postsecondary administrator to project future faculty costs.

This survey demonstrates a method for collecting the detailed data that administrators can apply in their decision-making. Based on the data collected, the user can utilize faculty salaries at her or his own institution in relation to the perceived marketplace.

Further, this year's survey collected information about each institution's geographical location, enrollment, budget, and students (FTE). Now an institution can request, through CUPA, "special studies" comparing itself with a group of peers using these criteria for selection.

SURVEY RESULTS

Methodology

This AASCU/CUPA 1982-83 National Faculty Salary Survey by Discipline and Rank collected and tabulated salary data for full-time faculty in 61 selected disciplines. These were chosen from among the disciplines defined by the Higher Education General Information Survey (HEGIS) Taxonomy or by A Classification of Instructional Programs (CIP), 1981 (see Appendix A). Data for over 52,000 faculty members at 227 AASCU institutions (see Appendix B) were collected and tabulated in the survey.

Analysis of Data

To organize the data and permit comparisons between disciplines and by ranks, the following variables were selected: average salary, high salary, low salary, and number of faculty for a given rank and discipline. The variables and other terms arrived at in the tabulation of the data are defined below.

NOTE: Users of this survey may find the category "New Assistant Professor" especially useful in making new hiring decisions since most new faculty in academe are hired at this rank.

Definition of Terms

- SALARY--based on a nine- or ten-month academic year salary of full-time faculty only--does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data.

- AVERAGE SALARY--based on the survey information with the assumption that all employees were full-time. The average salary displayed in an average of all faculty reported for a given rank and discipline.
- HIGH SALARY--the highest salary for any full-time individual of the defined group for which the information is reported.

  LOW SALARY--the lowest salary for any full-time individual of the defined group for which the information is reported.
- FAC MIX PCT--the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT facto of .36 for associate professor implies that 36 percent of the faculty in that discipline/major field hold the rank of associate professor.
- SALARY FACTOR--for a given rank of a given discipline/major field, the ratio of the average salary to the total average salary of all institutions. For example, a SALARY FACTOR of 1.10 for assistant professors of mathematics implies that the average salary for assistant professors of mathematics is 10 percent higher that the average salary of all assistant professors of all institutions.
- NUM--the number of faculty members whose salaries were included to compute the average salary.
- N/IS--the number of institutions that have reported salary data for a given academic rank and discipline/major field.
- PARTICIPATING INSTITUTIONS--the number of institutions responding to the survey questionnaire.
- NEW ASST PROF--the grouping of assistant professors who were hired for the first time in the Fall of 1982. All information for this

group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

Although no overall analysis has been undertaken in this report, it is important to illustrate the type of analyses possible using the data available. The following table shows the comparative potential of the data for two disciplines: BUSINESS & MANAGEMENT and COMMUNICATIONS.

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS & MANAGEMENT

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	35134	465	80	28886	565	91	24721	551	90	24244	93	49	18510	241	55	27848	1822	102
HIGH SALARY	65000			42383			39874			34500			32000			65000		
LOW SALARY	15321			17802			13500			13500			12500			12500		
FAC MIX PCT	0.26			0.31			0.30			0.05			0.13			1.00		
SALARY FACTOR	1.08			1.10			1.13			1.15			1.06			1.05		

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: COMMUNICATIONS

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	31670	185	69	25379	263	87	20734	270	87	19437	45	36	16414	136	51	23845	854	106
HIGH SALARY	40205			38160			31337			25500			31905			40205		
LOW SALARY	17670			18810			15000			15000			9990			9990		
FAC MIX PCT	0.22			0.31			0.32			0.05			0.16			1.00		
SALARY FACTOR	0.97			0.96			0.95			0.92			0.94			0.90		

1. Size of the Sample. The user should note the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. The BUSINESS & MANAGEMENT results were computed for about the same number of participating institutions as COMMUNICATIONS but for a much larger number of faculty than the COMMUNICATIONS results.

	NUMF	N/IS
B & M	1822	102
C	854	105

2. Average Salary. The average salary for every rank in BUSINESS & MANAGEMENT is higher than that in COMMUNICATIONS:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
B & M	35134	28886	24721	24244	18510	27848
C	31670	25379	20734	19437	16414	23845

3. High and Low Salaries. For PROFESSOR, the high salaries are higher in BUSINESS & MANAGEMENT than in COMMUNICATIONS but the low salaries are generally higher in COMMUNICATIONS. An examination of each rank value, however, reveals much variation within ranks.

High Salary:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
B & M	65000	42383	39874	34500	32000	54000
C	40205	38160	31337	25500	31905	40205

Low Salary:

B & M	15321	17802	13500	13500	12500	12500
C	17670	28820	25000	15000	9990	9990

4. Faculty Mix Percentage. The two disciplines seem similar when compared on the basis of faculty mix percentage, which refers to the percentage of faculty in a given discipline who hold a given rank. For example, 26 percent of all faculty in BUSINESS & MANAGEMENT hold the rank of PROFESSOR, compared with 22 percent of those in COMMUNICATIONS.

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
B & M	.26	.31	.30	.05	.13	1.00
C	.22	.31	.32	.05	.16	1.00

It is interesting to note how the faculty mix percentage differs among other disciplines, especially, those "newer" disciplines such as:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
HEALTH PROFESSIONS						
NURSING-BACCALAUREATE & HIGHER PRGMS	.06	.21	.49	.05	.24	1.00
PUBLIC AFFAIRS & SERVICES						
PUBLIC AFFAIRS & SERVICES	.17	.35	.42	.03	.06	1.00

Although the NEW ASST PROF, ASST PROF, and ASSOC PROF faculty mix percentages for both NURSING BACCALAUREATE & HIGHER PGMS and PUBLIC AFFAIRS & SERVICES are approximately the same as for BUSINESS & MANAGEMENT and COMMUNICATIONS, the faculty mix percentages change rather dramatically for PROFESSOR. It is assumed, therefore, that with the newer disciplines faculty have not had the time in rank on the faculty to be promoted to PROFESSOR.

5. Salary Factor. This variable permits comparisons between the average salary of a faculty member in a given rank and the average salary of all faculty members in that rank in all reporting institutions. A constant number--100 percent--represents the average salary of all faculty in that rank for all reporting institutions. The following data show that for every rank, BUSINESS & MANAGEMENT faculty salary is higher than the average salary, while COMMUNICATIONS faculty salary is consistently lower. For example, in BUSINESS & MANAGEMENT the average salary of an ASSOCIATE PROFESSOR is 10 percent above the average salary of all ASSOCIATE PROFESSORS at all reporting institutions.

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
B & M	1.08	1.10	1.13	1.15	1.06	1.05
C	.97	.96	.95	.92	.94	.90

APPENDIX A

LIST OF SELECTED DISCIPLINES*

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*The numbers after the selected disciplines are "crosswalks" between the New Classification (A Classification of Instructional Programs, National Center for Education Statistics, 1981) and the HEGIS Taxonomy. The numbers immediately after each dash are those of the New Classification and those in parenthesis are of the HEGIS Taxonomy. Both sets of numbers refer to the same discipline, of course.

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APPENDIX B

LIST OF PARTICIPATING INSTITUTIONS

Alabama State University
Appalachian State University (NC)
Arkansas State University
Arkansas Tech University
Augusta College (GA)
Bemidji State University (MN)
Black Hills State College (SD)
Boise State University (ID)
Bowie State College (MD)
Bowling Green State University (OH)
California Maritime Academy
California Polytechnic State University, Pomona
California Polytechnic State University, San Luis Obispo
California State College (PA)
California State College, San Bernadino
California State College, Sonoma
California State College, Stanislaus
California State University, Dominguez Hills
California State University, Hayward
California State University, Long Beach
California State University, Northridge
Cameron University (OK)
Castleton State College (VT)
Cayey University College (PR)
Central Connecticut State University
Central Michigan University
Central Missouri State University
Central State University (OK)
Central Washington University
Chadron State College (NE)
Chicago State University (IL)
Christopher Newport College (VA)
Clarion State College (PA)
College of William and Mary (VA)
Columbus College (GA)
Coppin State College (MD)
Concord College (WV)
Corpus Christi State University (TX)
Dakota State College (SD)
Delta State University (MS)
Eastern Connecticut State University
Eastern Illinois University
Eastern Kentucky University
Eastern Montana College
Eastern New Mexico University
Eastern Oregon State College
Eastern Washington University
East Stroudsburg State College (PA)
East Tennessee State University
East Texas State University
East Texas State University at Texarkana
Edinboro State College (PA)
Emporia State University (KS)
Fairmont State College (WV)
Fayetteville State University (NC)
Fitchburg State College (MA)
Florida International University
Fort Hays State University (KS)
Francis Marion College (SC)
Frostburg State College (MD)
George Mason University (VA)
Georgia College
Georgia Southern College
Georgia Southwestern College
Georgia State University
Glenville State College (WV)
Governors State University (IL)
Grand Valley State College (MI)
Harris Stowe State College (MO)
Henderson State University (AR)
Idaho State University
Illinois State University
Indiana State University
Indiana State University at Evansville
Indiana University East
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
John Jay College of Criminal Justice (NY)
Kearney State College (NE)

Kennesaw College (GA)
Kent State University (OH)
Kutztown State College (PA)
Lake Superior State College (MI)
Lamar University (TX)
Lander College (SC)
Laredo State University (TX)
Lewis-Clark State College (ID)
Lincoln University (PA)
Lock Haven State College (PA)
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Lyndon State College (VT)
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Mankato State University (MN)
Marshall University (WV)
Mary Washington College (VA)
Massachusetts Maritime Academy
Mayville State College (ND)
McNeese State University (LA)
Memphis State University (TN)
Mesa College (CO)
Metropolitan State College (CO)
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Millersville State College (PA)
Montana College of Mineral Science & Technology
Morehead State University (KY)
Murray State University (KY)
North Adams State College (MA)
North Carolina Agricultural & Technical State University
North Carolina Central University
Northeast Missouri State University
Northeastern Illinois University
Northern Arizona University
Northern Illinois University
Northern Kentucky University
Northern Michigan University
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Purdue University of Calumet (IN)
Sanginaw Valley State College (MI)
Salem State College (MS)
Salisbury State College (MD)
San Diego State University (CA)
Savannah State College (GA)
Shepherd College (WV)
Shippensburg University of Pennsylvania
Slippery Rock State College (PA)
Southeast Missouri State University
Southeastern Louisiana University
Southern Arkansas University
Southern Connecticut State University
Southern Illinois University at Edwardsville
Southern Oregon State College
Southern Technical Institute
Southwest Missouri State University
Southwest State University (MN)
Southwest Texas State University
State University of New York College of Arts & Science at Genesco
State University of New York College of Arts & Science at Potsdam
State University of New York College at Brockport
State University of New York College at Cortland
State University of New York College at Fredonia
State University of New York College at Old Westbury
State University of New York College at Plattsburgh
State University of New York College at Purchase
St. Cloud State University (MN)
St. Mary's College of Maryland
Tennessee Technological University
Texas A & I University
Texas A & M University at Galveston
Trenton State College (NJ)
Troy State University (AL)
University of Akron, The (OH)
University of Baltimore (MD)
University of Alaska, Anchorage
University of Alaska, Juneau
University of Central Arkansas
University of Colorado at Colorado Springs
University of Colorado at Denver
University of Guam
University of Houston Downtown College (TX)
University of Houston-Victoria (Texas)
University of Lowell (MA)
University of Maine at Presque Isle
University of Maryland Baltimore County

University of Nebraska at Omaha
University of Nevada, Las Vegas
University of New Orleans (LA)
University of North Alabama
University of North Carolina at Charlotte, The
University of North Carolina at Greensboro, The
University of North Carolina at Wilmington, The
University of Northern Colorado
University of Northern Iowa
University of Science and Arts of Oklahoma
University of South Alabama
University of South Carolina
University of South Carolina at Aiken
University of South Carolina at Spartanburg
University of South Dakota at Springfield
University of Southern Colorado
University of Southern Mississippi
University of South Florida, The
University of Tennessee at Chattanooga, The
University of Tennessee at Martin, The
University of Texas at Dallas, The
University of Texas of the Permian Basin, The
University of Texas at Tyler, The
University of Toledo, The (OH)
University of West Florida, The
University of Wisconsin-LaCrosse
University of Wisconsin-Oshkosh
University of Wisconsin-River Falls
University of Wisconsin-Stevens Point
University of Wisconsin-Stout
University of Wisconsin-Superior
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State College (UT)
West Chester State College (PA)
West Georgia College
West Liberty State College (WV)
West Virginia College of Graduate Studies Studies
West Virginia Institute of Technology
Western Carolina University (NC)
Western Illinois University
Western Kentucky University
Western Michigan University
Western Montana College
Western New Mexico University
Western Oregon State College
Western Washington University
Westfield State College (MA)
Wichita State University (KS)
Winona State University (MN)
Winston-Salem State University (NC)
Wright State University (OH)
Valdosta State College (GA)
Youngstown State University (OH)

APPENDIX C

THE DATA TABLES

FACULTY SALARY SURVEY

DISCIPLINE: AGRI & NATL RESOURCES
MAJOR FIELD: AGRICULTURE

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	31986	109	26	25539	94	31	22748	90	32	22125	18	10	17040	26	13	26261	319	34
HIGH SALARY	52730			41995			36457			31465			24000			52730		
LOW SALARY	24040			18000			16059			18940			13088			13088		
FAC MIX PCT	0.34			0.29			0.28			0.06			0.08			1.00		
SALARY FACTOR	0.98			0.97			1.04			1.05			0.97			0.99		

DISCIPLINE: ARCH & EVIRON DESIGN
MAJOR FIELD: ARCHITECTURE

AVERAGE SALARY	33839	46	5	25865	23	5	24538	41	7	22250	4	3				28704	110	7
HIGH SALARY	37000			32752			28884			23000						37000		
LOW SALARY	28008			22500			18920			21000						18920		
FAC MIX PCT	0.42			0.21			0.37			0.04						1.00		
SALARY FACTOR	1.04			0.98			1.12			1.05						1.08		

DISCIPLINE: AREA STUDIES
MAJOR FIELD: AREA STUDIES

AVERAGE SALARY	31481	30	12	27228	47	19	21662	39	19	20481	6	3	19083	15	8	25612	131	25
HIGH SALARY	43617			32897			26389			22000			21943			43617		
LOW SALARY	16040			19912			15000			18024			16000			15000		
FAC MIX PCT	0.23			0.36			0.30			0.05			0.11			1.00		
SALARY FACTOR	0.96			1.03			0.99			0.97			1.09			0.97		

DISCIPLINE: BIOLOGICAL SCIENCES
MAJOR FIELD: BIOLOGICAL SCIENCES

AVERAGE SALARY	32515	1010	162	25859	755	162	21106	436	140	19849	58	40	16842	57	40	27691	2258	178
HIGH SALARY	59082			47986			31534			30600			30229			59082		
LOW SALARY	21933			16000			14700			14700			8200			8200		
FAC MIX PCT	0.45			0.33			0.19			0.03			0.03			1.00		
SALARY FACTOR	1.00			0.98			0.97			0.94			0.96			1.05		

FACULTY SALARY SURVEY

DISCIPLINE: BIOLOGICAL SCIENCES
MAJOR FIELD: BOTANY, GENERAL

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	29935	39	13	25479	18	11	24571	15	7				19894	4	2	27292	76	17
HIGH SALARY	38991			35000			30544						22770			38991		
LOW SALARY	22884			18936			18252						16542			16542		
FAC MIX PCT	0.51			0.24			0.20						0.05			1.00		
SALARY FACTOR	0.92			0.97			1.13						1.14			1.03		

DISCIPLINE: BIOLOGICAL SCIENCES
MAJOR FIELD: ZOOLOGY, GENERAL

AVERAGE SALARY	31624	34	8	24292	12	5	20063	22	6							26590	68	9
HIGH SALARY	36605			29259			23684									36605		
LOW SALARY	23463			20232			15666									15666		
FAC MIX PCT	0.50			0.18			0.32									1.00		
SALARY FACTOR	0.97			0.92			0.92									1.00		

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS & MANAGEMENT

AVERAGE SALARY	35134	465	80	28886	565	91	24721	551	90	24244	93	49	18510	241	55	27848	1822	102
HIGH SALARY	65000			42383			39874			34500			32000			65000		
LOW SALARY	15321			17802			13500			13500			12500			12500		
FAC MIX PCT	0.26			0.31			0.30			0.05			0.13			1.00		
SALARY FACTOR	1.08			1.10			1.13			1.15			1.06			1.05		

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: ACCOUNTING

AVERAGE SALARY	35958	302	94	29740	372	113	24760	405	124	24845	70	51	19033	213	80	27867	1292	143
HIGH SALARY	59240			46581			36415			33912			32000			59240		
LOW SALARY	23726			18464			16250			16038			7750			7750		
FAC MIX PCT	0.23			0.29			0.31			0.05			0.16			1.00		
SALARY FACTOR	1.10			1.13			1.13			1.17			1.09			1.05		

FACULTY SALARY SURVEY

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS MANAGEMENT AND ADMIN

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	34211	481	107	28519	493	124	23772	524	129	23816	120	67	18541	254	84	27215	1752	144
HIGH SALARY	74156			44538			40170			31000			32130			74156		
LOW SALARY	18000			15680			10970			16260			9260			9260		
FAC MIX PCT	0.27			0.28			0.30			0.07			0.14			1.00		
SALARY FACTOR	1.05			1.08			1.09			1.13			1.06			1.03		

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: MARKETING AND PURCHASING

AVERAGE SALARY	36502	39	12	30485	35	13	25346	34	17	25571	8	8	18566	12	8	29792	120	20
HIGH SALARY	55500			41237			31750			29000			27065			55500		
LOW SALARY	26800			21964			16524			20100			12600			12600		
FAC MIX PCT	0.33			0.29			0.28			0.07			0.10			1.00		
SALARY FACTOR	1.12			1.16			1.16			1.21			1.06			1.13		

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: REAL ESTATE

AVERAGE SALARY	36823	30	11	28641	20	7	25889	21	7	28790	5	3	18167	3	2	30752	74	14
HIGH SALARY	52800			37300			33000			33000			20000			52800		
LOW SALARY	27500			20796			21525			22550			16500			16500		
FAC MIX PCT	0.41			0.27			0.28			0.07			0.04			1.00		
SALARY FACTOR	1.13			1.09			1.19			1.36			1.04			1.16		

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: INSURANCE

AVERAGE SALARY	38694	19	6	29505	21	8	24481	18	8	27480	5	3	17300	5	3	29872	63	12
HIGH SALARY	62116			39967			33176			29000			20000			62116		
LOW SALARY	24640			21400			18100			25000			16000			16000		
FAC MIX PCT	0.30			0.33			0.29			0.08			0.08			1.00		
SALARY FACTOR	1.19			1.12			1.12			1.30			0.99			1.13		

FACULTY SALARY SURVEY

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: SECRETARIAL STUDIES

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	32257	65	32	26644	65	37	21560	103	49	20380	11	9	16776	33	18	24823	266	59
HIGH SALARY	51285			34985			32920			26500			20607			51285		
LOW SALARY	22271			17802			10970			10970			12744			10970		
FAC MIX PCT	0.24			0.24			0.39			0.04			0.12			1.00		
SALARY FACTOR	0.99			1.01			0.99			0.96			0.96			0.94		

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: PERSONNEL MANAGEMENT

AVERAGE SALARY	32784	4	3	26404	6	4	24058	5	5	24400	1	1	18000	1	1	26740	16	9
HIGH SALARY	35950			30000			26000			24400			18000			35950		
LOW SALARY	29065			21798			20940			24400			18000			18000		
FAC MIX PCT	0.25			0.38			0.31			0.06			0.06			1.00		
SALARY FACTOR	1.00			1.00			1.10			1.15			1.03			1.01		

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: LABOR AND INDUSTRIAL RELATIONS

AVERAGE SALARY	33993	8	5	26850	4	3	22898	5	3	21000	1	1	17100	1	1	28385	18	9
HIGH SALARY	52521			30000			28716			21000			17100			52521		
LOW SALARY	30015			23300			18234			21000			17100			17100		
FAC MIX PCT	0.44			0.22			0.28			0.06			0.06			1.00		
SALARY FACTOR	1.04			1.02			1.05			0.99			0.98			1.07		

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS ECONOMICS

AVERAGE SALARY	34081	227	76	27461	231	84	23123	253	84	23134	54	32	18167	49	34	27394	760	101
HIGH SALARY	52870			36000			34382			34382			26237			52870		
LOW SALARY	24894			20124			11100			13500			12501			11100		
FAC MIX PCT	0.30			0.30			0.33			0.07			0.06			1.00		
SALARY FACTOR	1.04			1.04			1.06			1.09			1.04			1.03		

FACULTY SALARY SURVEY

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: COMMUNICATIONS

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	31670	185	69	25379	263	87	20734	270	87	19437	45	36	16414	136	51	23845	854	106
HIGH SALARY	40205			38160			31337			25500			31905			40205		
LOW SALARY	17670			18810			15000			15000			9990			9990		
FAC MIX PCT	0.22			0.31			0.32			0.05			0.16			1.00		
SALARY FACTOR	0.97			0.96			0.95			0.92			0.94			0.90		

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: JOURNALISM (PRINTED MEDIA)

AVERAGE SALARY	32510	72	35	26416	96	38	21938	111	53	20808	13	12	18752	53	31	25017	332	63
HIGH SALARY	43100			58071			32944			25200			33137			58071		
LOW SALARY	23650			18036			15100			17250			12000			12000		
FAC MIX PCT	0.22			0.29			0.33			0.04			0.16			1.00		
SALARY FACTOR	1.00			1.00			1.01			0.98			1.07			0.94		

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: COMMUNICATION MEDIA

AVERAGE SALARY	32333	21	13	26374	24	16	21543	34	18	19173	6	5	16420	10	6	24816	89	27
HIGH SALARY	38991			28884			26390			22020			18456			38991		
LOW SALARY	22722			21672			16728			18000			13500			13500		
FAC MIX PCT	0.24			0.27			0.38			0.07			0.11			1.00		
SALARY FACTOR	0.99			1.00			0.99			0.91			0.94			0.94		

DISCIPLINE: COMPUTER & INFO SCIENCES
MAJOR FIELD: COMPUTER & INFO SCIENCE

AVERAGE SALARY	33851	170	72	28645	270	107	24271	296	110	23592	62	44	18853	192	80	26177	928	141
HIGH SALARY	49500			41122			41000			41000			27000			49500		
LOW SALARY	21880			19700			16000			16000			6000			6000		
FAC MIX PCT	0.18			0.29			0.32			0.07			0.21			1.00		
SALARY FACTOR	1.04			1.09			1.11			1.12			1.08			0.99		

FACULTY SALARY SURVEY

DISCIPLINE: EDUCATION
MAJOR FIELD: EDUCATION

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	32031	1436	128	26391	1249	133	21690	976	131	19976	84	42	17097	279	72	26624	3940	145
HIGH SALARY	61372			46582			33556			30300			26640			61372		
LOW SALARY	19260			14550			12000			13583			9000			9000		
FAC MIX PCT	0.36			0.32			0.25			0.02			0.07			1.00		
SALARY FACTOR	0.98			1.00			0.99			0.94			0.98			1.01		

DISCIPLINE: EDUCATION
MAJOR FIELD: ELEMENTARY EDUCATION, GENERAL

AVERAGE SALARY	31773	345	74	26588	282	74	21947	202	70	19260	22	15	17827	29	21	27284	858	89
HIGH SALARY	47086			44538			34366			24500			24606			47086		
LOW SALARY	13840			17901			12427			15390			12000			12000		
FAC MIX PCT	0.40			0.33			0.24			0.03			0.03			1.00		
SALARY FACTOR	0.97			1.01			1.01			0.91			1.02			1.03		

DISCIPLINE: EDUCATION
MAJOR FIELD: SECONDARY EDUCATION, GENERAL

AVERAGE SALARY	30950	198	56	26120	130	46	21960	66	38	21013	6	5	17958	8	5	27653	402	62
HIGH SALARY	57501			45208			28934			22896			23386			57501		
LOW SALARY	21984			14226			14175			18750			12000			12000		
FAC MIX PCT	0.49			0.32			0.16			0.01			0.02			1.00		
SALARY FACTOR	0.95			0.99			1.01			0.99			1.03			1.04		

DISCIPLINE: EDUCATION
MAJOR FIELD: HIGHER EDUCATION, GENERAL

AVERAGE SALARY	33522	97	26	26641	52	20	20877	11	7	18000	2	1	23665	1	1	30374	161	26
HIGH SALARY	46709			32739			25905			18000			23665			46709		
LOW SALARY	23405			21900			18000			18000			23665			18000		
FAC MIX PCT	0.60			0.32			0.07			0.01			0.01			1.00		
SALARY FACTOR	1.03			1.01			0.96			0.85			1.35			1.15		

FACULTY SALARY SURVEY

DISCIPLINE: EDUCATION
MAJOR FIELD: SPECIAL EDUCATION, GENERAL

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	31915	223	81	25837	256	90	21372	233	83	20132	27	19	18166	48	31	25767	760	105
HIGH SALARY	48172			33800			32180			26833			28610			48172		
LOW SALARY	17138			18810			15792			17001			13615			13615		
FAC MIX PCT	0.29			0.34			0.31			0.04			0.06			1.00		
SALARY FACTOR	0.98			0.98			0.98			0.95			1.04			0.97		

DISCIPLINE: EDUCATION
MAJOR FIELD: STUDENT PERSONNEL

AVERAGE SALARY	31943	200	49	25664	107	44	21648	70	37	20278	14	12	16755	6	5	28069	383	57
HIGH SALARY	48416			32800			37018			24000			19980			48416		
LOW SALARY	23688			19434			17500			17500			12543			12543		
FAC MIX PCT	0.52			0.28			0.18			0.04			0.02			1.00		
SALARY FACTOR	0.98			0.97			0.99			0.96			0.96			1.06		

DISCIPLINE: EDUCATION
MAJOR FIELD: CURRICULUM AND INSTRUCTION

AVERAGE SALARY	32621	202	37	26652	201	34	22058	140	31	20843	14	11	17622	36	12	27062	579	41
HIGH SALARY	47086			36374			29770			24500			22742			47086		
LOW SALARY	24530			20617			14322			18000			12000			12000		
FAC MIX PCT	0.35			0.35			0.24			0.02			0.06			1.00		
SALARY FACTOR	1.00			1.01			1.01			0.99			1.01			1.02		

DISCIPLINE: EDUCATION
MAJOR FIELD: READING EDUCATION

AVERAGE SALARY	30950	53	25	24940	49	27	21315	41	24	18702	8	7	18839	10	7	25651	153	46
HIGH SALARY	51074			32080			27368			21118			21707			51074		
LOW SALARY	23742			11740			15500			15500			14400			11740		
FAC MIX PCT	0.35			0.32			0.27			0.05			0.07			1.00		
SALARY FACTOR	0.95			0.95			0.98			0.88			1.08			0.97		

FACULTY SALARY SURVEY

DISCIPLINE: EDUCATION
MAJOR FIELD: VOCATIONAL, AND TECHNICAL EDUCATION

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	31903	183	54	26588	194	61	22162	160	54	20637	17	11	18338	50	33	26335	587	69
HIGH SALARY	51619			41758			28935			26000			25055			51619		
LOW SALARY	23580			19738			15000			15000			14000			14000		
FAC MIX PCT	0.31			0.33			0.27			0.03			0.09			1.00		
SALARY FACTOR	0.98			1.01			1.02			0.98			1.05			0.99		

DISCIPLINE: ENGINEERING
MAJOR FIELD: ENGINEERING

AVERAGE SALARY	35269	645	57	28584	568	62	24504	398	61	24794	83	31	20344	91	39	29722	1702	69
HIGH SALARY	59248			41700			33360			32600			29024			59248		
LOW SALARY	23680			19461			14856			14856			12600			12600		
FAC MIX PCT	0.38			0.33			0.23			0.05			0.05			1.00		
SALARY FACTOR	1.08			1.09			1.12			1.17			1.16			1.12		

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: FINE & APPLIED ARTS

AVERAGE SALARY	30383	420	85	24327	478	93	20218	391	87	18849	42	21	17184	89	41	24545	1378	105
HIGH SALARY	53414			45209			40186			30600			25500			53414		
LOW SALARY	19342			16952			14000			14000			11933			11933		
FAC MIX PCT	0.30			0.35			0.28			0.03			0.06			1.00		
SALARY FACTOR	0.93			0.92			0.93			0.89			0.98			0.93		

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: ART

AVERAGE SALARY	30642	164	50	24623	193	59	20017	160	54	19046	17	14	16957	27	15	24702	544	74
HIGH SALARY	54174			43898			28476			23240			22425			54174		
LOW SALARY	21492			17790			12000			12000			13500			12000		
FAC MIX PCT	0.30			0.35			0.29			0.03			0.05			1.00		
SALARY FACTOR	0.94			0.94			0.92			0.90			0.97			0.93		

FACULTY SALARY SURVEY

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: MUSIC (LIBERAL ARTS PROGRAM)

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	31577	695	152	25309	716	153	21092	648	155	19667	54	40	17386	191	75	25358	2250	172
HIGH SALARY	53414			36266			35427			28500			24540			53414		
LOW SALARY	21474			17072			12834			15030			8442			8442		
FAC MIX PCT	0.31			0.32			0.29			0.02			0.08			1.00		
SALARY FACTOR	0.97			0.96			0.97			0.93			0.99			0.96		

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: DRAMATIC ARTS

AVERAGE SALARY	32802	173	74	25587	153	76	19974	226	85	18901	31	23	17486	58	34	24783	610	105
HIGH SALARY	48089			40170			31933			23607			24359			48089		
LOW SALARY	22728			17141			13550			14400			11115			11115		
FAC MIX PCT	0.28			0.25			0.37			0.05			0.10			1.00		
SALARY FACTOR	1.01			0.97			0.92			0.89			1.00			0.94		

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: DANCE

AVERAGE SALARY	33079	9	6	25406	17	10	19888	33	18	17861	5	5	15977	16	9	21887	75	24
HIGH SALARY	46015			29683			23904			22896			21386			46015		
LOW SALARY	27980			18096			15500			15500			7000			7000		
FAC MIX PCT	0.12			0.23			0.44			0.07			0.21			1.00		
SALARY FACTOR	1.01			0.96			0.91			0.84			0.91			0.83		

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: APPLIED DESIGN

AVERAGE SALARY	33737	39	7	27000	41	12	22196	27	12	22896	2	1	17314	14	6	26979	121	19
HIGH SALARY	37952			29559			33384			22896			30864			37952		
LOW SALARY	24199			19583			15785			22896			15000			15000		
FAC MIX PCT	0.32			0.34			0.22			0.02			0.12			1.00		
SALARY FACTOR	1.03			1.03			1.02			1.08			0.99			1.02		

FACULTY SALARY SURVEY

DISCIPLINE: FOREIGN LANGUAGES
MAJOR FIELD: FOREIGN LANGUAGES

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	31876	473	136	25581	527	153	21297	401	144	18544	21	18	16932	98	58	25855	1499	187
HIGH SALARY	47455			33453			32416			24000			22331			47455		
LOW SALARY	22280			17383			14000			14500			9225			9225		
FAC MIX PCT	0.32			0.35			0.27			0.01			0.07			1.00		
SALARY FACTOR	0.98			0.97			0.98			0.88			0.97			0.98		

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: HEALTH PROFESSIONS

AVERAGE SALARY	31428	82	36	26553	142	43	21711	236	49	21083	26	15	19016	95	27	23924	555	61
HIGH SALARY	40798			37287			31074			27896			27100			40798		
LOW SALARY	19610			14700			15000			15000			11452			11452		
FAC MIX PCT	0.15			0.26			0.43			0.05			0.17			1.00		
SALARY FACTOR	0.96			1.01			1.00			1.00			1.09			0.90		

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: HOSPITAL AND HEALTH CARE ADMIN

AVERAGE SALARY	31363	11	4	27517	11	5	19573	20	6	21307	1	1	19955	7	3	24058	49	10
HIGH SALARY	47705			36684			26694			21307			21978			47705		
LOW SALARY	21431			20115			16326			21307			15606			15606		
FAC MIX PCT	0.22			0.22			0.41			0.02			0.14			1.00		
SALARY FACTOR	0.96			1.04			0.90			1.01			1.14			0.91		

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: NURSING-BACCALAUREATE & HIGHER PGMS

AVERAGE SALARY	31625	110	55	25597	424	104	21045	989	120	20285	106	49	17979	475	94	21864	1998	127
HIGH SALARY	46300			40965			31948			37908			29468			46300		
LOW SALARY	21216			17150			15252			15252			10500			10500		
FAC MIX PCT	0.06			0.21			0.49			0.05			0.24			1.00		
SALARY FACTOR	0.97			0.97			0.96			0.96			1.03			0.83		

FACULTY SALARY SURVEY

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: SPEECH PATHOLOGY AND AUDIOLOGY

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	32028	121	50	25932	111	43	21447	106	44	21758	9	9	18028	54	30	25512	392	60
HIGH SALARY	46632			30752			30095			25000			23435			46632		
LOW SALARY	19651			19999			17477			18000			12600			12600		
FAC MIX PCT	0.31			0.28			0.27			0.02			0.14			1.00		
SALARY FACTOR	0.98			0.98			0.98			1.03			1.03			0.96		

DISCIPLINE: HOME ECONOMICS
MAJOR FIELD: HOME ECONOMICS

AVERAGE SALARY	32269	135	51	26078	196	69	21445	311	75	20812	33	23	17337	129	54	23830	771	87
HIGH SALARY	55610			37593			30600			30600			25500			55610		
LOW SALARY	22644			19005			16140			17100			5400			5400		
FAC MIX PCT	0.18			0.25			0.40			0.04			0.17			1.00		
SALARY FACTOR	0.99			0.99			0.98			0.98			0.99			0.90		

DISCIPLINE: LETTERS
MAJOR FIELD: LETTERS

AVERAGE SALARY	31631	310	51	25215	275	50	20821	259	50	19230	21	17	15746	99	30	25123	943	58
HIGH SALARY	46410			43976			31465			30600			22200			46410		
LOW SALARY	21690			18000			15000			15000			11000			11000		
FAC MIX PCT	0.33			0.29			0.27			0.02			0.10			1.00		
SALARY FACTOR	0.97			0.96			0.95			0.91			0.90			0.95		

DISCIPLINE: LETTERS
MAJOR FIELD: ENGLISH, GENERAL

AVERAGE SALARY	32162	1210	170	25374	1168	181	21006	937	167	18625	79	53	15742	443	113	25335	3758	189
HIGH SALARY	57501			45240			31465			24998			26331			57501		
LOW SALARY	13220			15530			7000			14000			9900			7000		
FAC MIX PCT	0.32			0.31			0.25			0.02			0.12			1.00		
SALARY FACTOR	0.99			0.96			0.96			0.88			0.90			0.96		

FACULTY SALARY SURVEY

DISCIPLINE: LIBRARY SCIENCE
MAJOR FIELD: LIBRARY SCIENCE

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	32760	40	20	26150	96	37	21373	138	42	20235	11	9	17261	31	18	23952	305	51
HIGH SALARY	41935			41386			36457			24500			26157			41935		
LOW SALARY	23709			17925			10770			15000			10340			10340		
FAC MIX PCT	0.13			0.31			0.45			0.04			0.10			1.00		
SALARY FACTOR	1.00			0.99			0.98			0.96			0.99			0.90		

DISCIPLINE: MATHEMATICS
MAJOR FIELD: MATHEMATICS

AVERAGE SALARY	32914	987	186	26719	947	192	22036	827	191	21341	112	73	16369	335	114	26323	3096	212
HIGH SALARY	53500			92300			40000			40000			26000			92300		
LOW SALARY	22943			15550			12300			14000			9260			9260		
FAC MIX PCT	0.32			0.31			0.27			0.04			0.11			1.00		
SALARY FACTOR	1.01			1.01			1.01			1.01			0.93			0.99		

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: PHYSICAL SCIENCE

AVERAGE SALARY	31620	269	57	26005	200	58	21755	101	40	20332	17	13	17276	18	15	27576	588	70
HIGH SALARY	54000			34610			42670			24000			20125			54000		
LOW SALARY	18177			18180			15500			15500			13500			13500		
FAC MIX PCT	0.46			0.34			0.17			0.03			0.03			1.00		
SALARY FACTOR	0.97			0.99			1.00			0.96			0.99			1.04		

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: PHYSICS, GENERAL

AVERAGE SALARY	33588	477	124	26809	332	135	21944	150	87	21416	25	24	17404	27	17	29090	986	161
HIGH SALARY	54000			45700			39874			29718			26664			54000		
LOW SALARY	22257			19080			13810			16000			13000			13000		
FAC MIX PCT	0.48			0.34			0.15			0.03			0.03			1.00		
SALARY FACTOR	1.03			1.02			1.01			1.01			0.99			1.10		

FACULTY SALARY SURVEY

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: CHEMISTRY, GENERAL

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	32653	774	158	26250	408	147	21640	274	124	19938	56	39	16747	34	23	28511	1490	181
HIGH SALARY	54835			40185			36049			27442			26200			54835		
LOW SALARY	13759			18900			12300			14236			9260			9260		
FAC MIX PCT	0.52			0.27			0.18			0.04			0.02			1.00		
SALARY FACTOR	1.00			1.00			0.99			0.94			0.96			1.08		

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: GEOLOGY

AVERAGE SALARY	32855	248	81	26401	153	69	21913	126	63	21232	31	22	16433	21	17	27908	548	95
HIGH SALARY	48700			37000			30000			30000			22008			48700		
LOW SALARY	23551			19000			16902			17000			11500			11500		
FAC MIX PCT	0.45			0.28			0.23			0.06			0.04			1.00		
SALARY FACTOR	1.01			1.00			1.00			1.00			0.94			1.05		

DISCIPLINE: PSYCHOLOGY
MAJOR FIELD: PSYCHOLOGY

AVERAGE SALARY	32957	1000	180	26004	846	187	20767	509	169	19457	66	52	17036	53	40	27587	2408	206
HIGH SALARY	58067			40170			37500			37500			22690			58067		
LOW SALARY	6192			11086			10530			15000			8490			6192		
FAC MIX PCT	0.42			0.35			0.21			0.03			0.02			1.00		
SALARY FACTOR	1.01			0.99			0.95			0.92			0.97			1.04		

DISCIPLINE: PUBLIC AFFAIRS & SERVICES
MAJOR FIELD: PUBLIC AFFAIRS & SERVICES

AVERAGE SALARY	31868	49	22	26200	101	35	21856	123	43	20930	10	9	18137	18	12	24819	291	49
HIGH SALARY	47969			39273			33304			23000			25644			47969		
LOW SALARY	19000			19540			15910			18000			13500			13500		
FAC MIX PCT	0.17			0.35			0.42			0.03			0.06			1.00		
SALARY FACTOR	0.98			0.99			1.00			0.99			1.04			0.94		

FACULTY SALARY SURVEY

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: SOCIAL SCIENCES

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	31917	337	68	25338	350	73	21208	275	64	19790	30	12	17850	38	21	26135	1000	82
HIGH SALARY	53414			40778			35942			26184			24800			53414		
LOW SALARY	20646			18120			12100			12270			12532			12100		
FAC MIX PCT	0.34			0.35			0.28			0.03			0.04			1.00		
SALARY FACTOR	0.98			0.96			0.97			0.94			1.02			0.99		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: ANTHROPOLOGY

AVERAGE SALARY	32797	137	53	26232	121	64	20682	87	48	17990	9	8	17350	2	2	27381	347	80
HIGH SALARY	55005			36000			26389			22896			18000			55005		
LOW SALARY	22056			20208			14373			14373			16700			14373		
FAC MIX PCT	0.39			0.35			0.25			0.03			0.01			1.00		
SALARY FACTOR	1.01			1.00			0.95			0.85			0.99			1.03		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: HISTORY

AVERAGE SALARY	32307	1022	175	25537	679	166	21430	277	123	19367	23	20	16657	31	19	28277	2009	189
HIGH SALARY	64943			41979			34984			23189			21943			64943		
LOW SALARY	20940			17675			12300			16020			10970			10970		
FAC MIX PCT	0.51			0.34			0.14			0.01			0.02			1.00		
SALARY FACTOR	0.99			0.97			0.98			0.92			0.95			1.07		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: GEOGRAPHY

AVERAGE SALARY	32801	280	88	26252	230	103	21753	164	78	21879	18	12	17609	21	14	27568	695	121
HIGH SALARY	45000			36525			28935			28150			22700			45000		
LOW SALARY	18768			18000			15300			16200			10000			10000		
FAC MIX PCT	0.40			0.33			0.24			0.03			0.03			1.00		
SALARY FACTOR	1.01			1.00			1.00			1.03			1.01			1.04		

FACULTY SALARY SURVEY

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: POLITICAL SCIENCE AND GOVERNMENT

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	32589	467	144	25830	419	141	20874	290	120	19337	43	31	17210	33	25	27016	1209	171
HIGH SALARY	52500			42931			29700			26000			20640			52500		
LOW SALARY	15003			18486			11454			14000			10500			10500		
FAC MIX PCT	0.39			0.35			0.24			0.04			0.03			1.00		
SALARY FACTOR	1.00			0.98			0.96			0.91			0.98			1.02		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: SOCIOLOGY

AVERAGE SALARY	33075	412	123	26048	553	155	20961	453	143	18705	46	36	17296	53	36	26134	1471	172
HIGH SALARY	53098			47268			32221			24700			25500			53098		
LOW SALARY	22040			18869			15000			15000			12075			12075		
FAC MIX PCT	0.28			0.38			0.31			0.03			0.04			1.00		
SALARY FACTOR	1.01			0.99			0.96			0.88			0.99			0.99		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: INTERNATIONAL RELATIONS

AVERAGE SALARY	32571	4	4	24293	6	3	17399	2	2				24500	1	1	25795	13	7
HIGH SALARY	34505			26142			18478						24500			34505		
LOW SALARY	28770			20505			16320						24500			16320		
FAC MIX PCT	0.31			0.46			0.15						0.08			1.00		
SALARY FACTOR	1.00			0.92			0.80						1.40			0.97		

DISCIPLINE: THEOLOGY
MAJOR FIELD: THEOLOGY

AVERAGE SALARY	32551	24	9	25322	7	4	18679	5	2							29218	36	10
HIGH SALARY	45594			27431			20372									45594		
LOW SALARY	25370			23489			16981									16981		
FAC MIX PCT	0.67			0.19			0.14									1.00		
SALARY FACTOR	1.00			0.96			0.86									1.10		

FACULTY SALARY SURVEY

DISCIPLINE: INTERDISCIPLINARY STUDIES
MAJOR FIELD: INTERDISCIPLINARY STUDIES

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	30075	34	14	26040	54	13	20758	41	16	17813	4	3	19465	3	3	25289	132	22
HIGH SALARY	46563			33823			26475			20000			19566			46563		
LOW SALARY	21700			16088			12500			12500			19278			12500		
FAC MIX PCT	0.26			0.41			0.31			0.03			0.02			1.00		
SALARY FACTOR	0.92			0.99			0.95			0.84			1.11			0.96		

DISCIPLINE: ALL DISCIPLINE AVERAGES
MAJOR FIELD: ALL MAJOR FIELDS

AVERAGE SALARY	32632	17451		26334	16456		21818	14156		21145	1805		17519	4377		26475	52440	
HIGH SALARY	74156			92300			42670			41000			33137			92300		
LOW SALARY	6192			11086			7000			10970			5400			5400		
FAC MIX PCT	0.33			0.31			0.27			0.03			0.08			1.00		
SALARY FACTOR	1.00			1.00			1.00			1.00			1.00			1.00		